

**West of Scotland Regional Equality Council Ltd**  
**53<sup>rd</sup> Meeting of the Board of Directors**  
 Monday 19<sup>th</sup> October 2015 at 6.00pm  
 WSREC, 39 Napierhall Street, Glasgow, G20 6EZ

**Minutes**

**Present**

**Board of Directors**

1. Harriette Campbell (HC)
2. Malcolm Green (MG)
3. Onkar Singh Jandu (OSJ)
4. Tunweer Malik (TM)
5. Javed Gill (JG)
6. Haji Mohammed Munir (MM)
7. Antony Kozlowski

**Observers**

1. Stuart Cassidy (COPFS)
2. B Chadha (BC)

**In attendance**

- Mohammed Razaq (MR)  
 Tiff Griffin (TG)  
 Mohith Lakhanpal (ML)  
 (Minute Taker)

**1. Apologies**

**Board of Directors**

1. Hanzala Malik (HM)
2. Vince Chudy (VC)
3. Anne McTaggart MSP (AM)
4. Sharon Schlesinger (SS)
5. John Service (JS)
6. Sheela Mukherjee (SM)
8. Syed Jafri (SJ)
9. Rashid Hussain (RH)

**Observers**

N/A

**2. Welcome**

Vice Chair Malcolm Green chaired the meeting and welcomed everyone to the meeting, especially the new members who have joined the board.

**3. Presentation on one of WSREC's projects**

TG made a short verbal presentation on a new project called MAP to success (Modern Apprenticeship Project) which has been attached to the MEETS project (Minority Ethnic Employment Training and Support). The six-month project will help raise awareness in BME communities of Modern Apprenticeships, targeting 18- 24 years olds throughout Greater Glasgow, with the main focus on Glasgow. The aim of the project is to deliver several key outcomes by March 2016:

- 500 young ME people have increased awareness of MA opportunities, the benefits of MA programmes and how to apply
- 60-100 young people attend 5 events organised to promote MA
- 10 young ME people will uptake an MA opportunity
- Creation of a toolkit gathering learning from all stakeholders to inform future work in this area with particular regard to effective engagement with ME young people

Research within the project has highlighted a few barriers that need to be addressed such as:

- The perception of MA as a 'lesser option' to academic study among some ME families
- Lack of awareness of MA among ME young people particularly school leavers

- Lack of cohesive MA structure with a confusing range of options for young people and employers
- MA rates of pay as low as £3.30 in many cases making it an economically difficult choice
- Eligibility criteria including 4 passes at National 4 level risks excluding non-UK nationals and those for whom mainstream education wasn't a positive experience

The project has one staff member working 1 day per week with an additional 4hrs of weekly admin support. Funding is from the government via Skills Development Scotland, to address low numbers of ME applicants.

Board Members were very interested and excited about the project, highlighting the importance of this project and the importance of targeting schoolchildren, organisations and the Job Centre Plus.

#### 4. Minutes of the previous meeting

Minutes of the meeting on 24<sup>th</sup> August 2015 were approved as a true and accurate record.

#### 5. Matters Arising

##### ACTION:

HM advised that language was not one of the criteria for being excused from Jury duty and felt strongly that it should be taken into account. **MR to write to the service and request that consideration is given for language issues.**

*“A response in the form of a letter by the Head of Court Services Branch was sent to MR highlighting this issue raised by the Board and WSREC. Stating a “Lack of English” was not exempt from jury service. Exemptions and disqualifications are set out in the Law Reform (Miscellaneous Provisions) (Scotland) Act 1980. The letter went on to say that the Act might need to be amended and that would be a matter to be considered by the Scottish Government. Head of Court Services Branch highlighted increasing numbers of request for excusal being made for a “lack of English”. These requests are currently being considered by court staff and courts on an ad hoc basis, the Head of Court Services states that he is in no position to state all such persons will be exempt and it would be helpful to get more clarity for both the public and court staff.”*

##### Action

Board Members would like a copy of the letter to be sent to them and they will send their thoughts to MR. A response will be drafted by MR thanking Scottish Court services for the response and raising any concerns made by Board Members or any further clarification. The draft will be approved by the Chair and Vice-Chair before it is sent to the Head of Scottish Court Service. The Chair would be asked to enquire through his Parliament office the stage current consideration of a legislative amendment had reached.

#### 6. For discussion

- a. Finance Variance statement (1st April 2015 to 30th September 2015)  
This item was taken off the agenda due to MR advising that the statement was found to have a few errors. As the office Manager of was on annual leave the errors in the statement could not be rectified in time for tonight's meeting.

##### Action

MR to e-mail corrected variance statement to Board members within the next week.

- b. Executive Director's report  
This had been circulated to all members of the Board. The meeting noted the report.
- c. Partner reports
  - i. Police Scotland (*no representation or report provided*)
  - ii. Scottish Prison Service (*no representation or report provided*)
  - iii. Crown and Procurator Fiscals Service (COPFS) (no report)

**7. Correspondence**

N/A

**8. For Information**

- Away Day  
MR Reported that an away Day is proposed for February 2016. Dates will be circulated once verified with the chair and vice chair. The event will be held on a weekday as majority of Board members were able to attend.

It was requested by the Chair that Board members send by email to MR suggestions as to what training and discussions they wish to have at the Away Day.

**9. SAREC**

MG reported that MR as Secretary of SAREC has contacted all the REC Chief Officers to arrange a meeting. The delay in setting up a meeting has been due to the recruitment of new senior staff within the 3 other REC members of SAREC.

**10. A.O.C.B**

- Board Members raised the point that there was no one attending the board meeting from Police Scotland. Many members felt the Police Service has been over stretched and pressure points are starting to show. One member asked if Police Scotland have made any recent reports on diversity.

**Action**

MR will chase up to see why no representation was present and to see if Police Scotland has made any reports covering Diversity.

- Board members addressed the Refugee crisis, and wanted to know the numbers of refugees coming to the West of Scotland and what the plan of action is by government and local authorities as services such as housing, health and education will come under pressure. MR advised the meeting that on behalf of WSREC he had contacted Susanne Miller (Social Work) Glasgow City Council asking how WSREC could be of help with the Refugee Crisis, and offered support through its 13 projects. Staff within WSREC will be happy to assist new refugees to integrate into the wider society, make friends and feel at home.
- Harriette Campbell tendered her apologies for the meeting of 14<sup>th</sup> December 2015

**11. Date and Times of future meetings**

Monday 14<sup>th</sup> December 2015  
Monday 15<sup>th</sup> February 2016  
Monday 25<sup>th</sup> April 2016